

ONCE & FOR ALL

STOPPING Sexual Harassment at Work

90%

Of Americans believe a zero-tolerance policy is necessary to help end sexual harassment¹

72%

Of women who have been sexually harassed, were harassed by someone more senior in their careers⁶

57%

Of men who have been sexually harassed, were harassed by other men⁶

What is sexual harassment?

Sexual harassment is illegal sexual or sex-based conduct in the workplace. It is a form of sexual discrimination under Title VII of the Civil Rights Act of 1964. It includes “unwelcome sexual advances, requests for sexual favors, and other verbal, physical, or visual conduct of a sexual nature or hostile conduct based on sex. The conduct does not need to be sexual in nature. It can be hostile conduct based on sex that is non-sexual in nature.

States and local municipalities have expanded protections that may also include offensive comments or conduct regarding, or based on, someone’s sexual orientation, gender identity, gender expression, transgender status, pregnancy, childbirth, and related medical conditions.

Types of Sexual Harassment

Hostile Work Environment

- A pattern of unwelcome sexual or gender-based conduct
- So pervasive or severe that employee has difficulty working
- A “reasonable person” would find the environment hostile, abusive or intimidating

Quid Pro Quo

- Someone in authority requests sex, sexual favors, or relationship
- Acceptance or rejection of request can impact job (may result in Tangible Employment Action)
- Can be direct or implied “this for that”

Other Forms of Hostile Work Environment

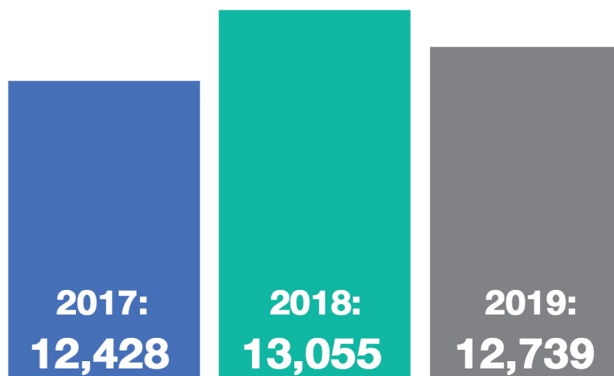
Third-Party

- Non-employees, like customers, vendors, delivery drivers, or contractors can create an intimidating, hostile, and offensive work environment for an employee.

When an Employee is NOT the Direct Target

- Hostile work environment sexual harassment can occur when someone is negatively impacted by sexual conduct that is not happening directly to them. For example, an employee experiences an offensive, hostile work environment based on sexual conduct directed toward co-workers.

Sexual harassment complaints filed with EEOC² in:



2019 complaints² by:



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Female Employees³

4 in 10 say they have experienced unwanted sexual conduct



6 in 10 say they have experienced sexist, crude, or offensive language, visuals and conduct



LGBT employees experiencing sexual harassment³

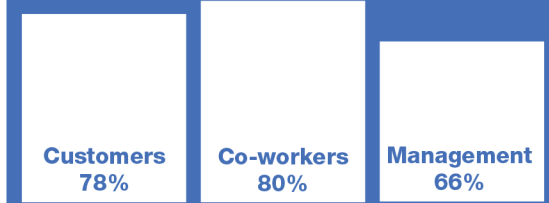
LGB 35%

Transgender 50%

Industries with the highest number of EEOC complaints:

-  1. Restaurants and hospitality
-  2. Retail
-  3. Manufacturing
-  4. Healthcare

Restaurant employees who report sexual harassment from:⁵



Restaurant employees who report that being touched inappropriately was common at their workplace:⁵

40% Transgender

30% Women

22% Men

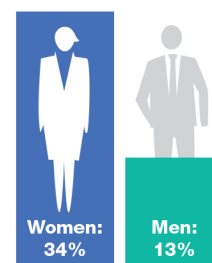
White collar industries with highest number of sexual harassment incidents:⁶

-  1. Media Industry
-  2. Technology and Telecommunications
-  3. Consulting and Management
-  4. Healthcare and Social Assistance

White collar industries with lowest number of sexual harassment incidents:⁶

-  Legal services
-  Financial services

Corporate employees reporting sexual harassment:⁶



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#1 Reason victims don't take action

They worry they'll lose their job, their income/tips.



Employees who witnessed sexual harassment of a colleague⁷

Spoke up in the moment



Reported the incident to HR



How employees take action:

- Steer clear of inappropriate behaviors
- Filter what you say and do at work
- Speak up
- Be an upstander
- Practice zero tolerance

How managers take action:

- Lead by example
- Steer clear of inappropriate behaviors
- Filter what you say and do at work
- Empower your people to speak up
- Encourage your employees to be upstanders
- Know the signs
- Practice zero tolerance
- Stop inappropriate conduct before it becomes illegal harassment
- Don't retaliate (also against the law)
- Build a culture of respect
- Raise awareness with mandatory employee training
- Take all reports seriously



Sources

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6. "Media Industry Has Highest Incidence of Sexual Harassment Among White Collar Workers, Survey Finds," *Variety*, July 25, 2018 <https://variety.com/2018/biz/news/media-industry-sexual-harassment-survey-1202884052/>
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